The Influence of Implementation Change Management Education on Worker Professionalism at PT. Pojur Sumenep

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Abstrak

Penelitian ini dilakukan untuk mengetahui pengaruh change management terhadap profesionalisme pekerja di PT. Pojur Sumenep, khususnya pada pengaruh perubahan yang terjadi setelah adanya regulasi baru PT. Pojur Sumenep pasca covid-19. Penelitian ini merupakan penelitian kuantitatif dengan teknik pengumpulan data melalui penyebaran kuesioner. Penentuan sampel dilakukan secara non probability sampling dengan teknik sampling jenuh terhadap 30 orang pekerja yang bekerja di PT. Pojur Sumenep. Teknik analisis data yang digunakan adalah analisis regresi linear sederhana menggunakan aplikasi SPSS. Hasil penelitian menunjukkan bahwa variabel change management mempunyai pengaruh yang signifikan terhadap profesionalisme pekerja dalam bekerja, baik secara parsial maupun simultan. Persentase menunjukkan bahwa sebesar 82,8% variabel profesionalisme pekerja dapat dijelaskan oleh variabel change management. Sedangkan sisanya 17,2% dijelaskan oleh variabel/faktor lain di luar dari penelitian ini.

Kata Kunci : *Change Management*, Profesionalisme Pekerja

Abstract
The purpose of this study was to ascertain the impact of changes brought about by the new PT regulations on the professionalism of the employees of PT. Pojur Sumenep. Post-Covid-19 Pojur Sumenep. This study is quantitative and uses questionnaire distribution as a method of data collecting. On 30 employees of PT. Pojur Sumenep, the sample was established using non-probability sampling and a saturation sampling technique. Simple linear regression analysis utilizing the SPSS application is the data analysis method used. The ratio indicates that 82.8% of the worker professionalism variable can be accounted for by the change management variable. While additional variables/factors outside of this research account for the remaining 17.2%.

Keywords: Change Management, Employee Professionalism.

INTRODUCTION

Based on prior study "The Effects of Management of Change and Educational Organizations on Performance of Staff in the Human Resources Department of PT. Sucofindo Head Office" [1] that the organization needs a significant change in attitude in what employees do. For Sucofindo, a change in attitude towards discipline is highly expected from all company personnel. Handling related to discipline has been implemented since June 1, 2015, through special regulations contained in Directors' Decree Number 22/KD/2015 concerning employee discipline regulations. However, violations continue to occur, as recorded in October to December 2017, based on No. SKD 740/SKD/2017 was a violation committed by the Corporate Business Development Division (PBK).

This condition shows that the organization's progress must align with the functioning of all existing systems. Efforts to produce employee work professionalism are not easy because many employees still need to be more reliable at work. Employee performance is very necessary for the organization to achieve organizational goals. For this reason, change management is needed to increase employee work professionalism, which can affect employee work because many employees have different behaviours, different cultural backgrounds, and different understandings, which can affect employee work professionalism. This requires the Makassar mayor's office to equip human resources within the industry so they can work efficiently and effectively to increase the professionalism of their employees' work [2].

In today's digital era it requires everyone to be able to adapt quickly and have good digital skills, including employees and the public. Changes that are increasingly moving forward, coupled with technological sophistication, force us all to adapt so that we are not left behind and are not oppressed by time [3]. PT. Pojur Sumenep makes changes to existing rules or regulations to combine them with technological developments. This is expected to have a significant influence on increasing workers ' professionalism at PT. Pojur sumenep.

Efforts to implement change must begin with the active role of various units in a company [4]. This can be realized if the company is alert in recognizing opportunities and problems that may be experienced in the future. This is also what PT. Pojur Sumenep being mature in terms of age and experience does not mean it is free from the challenges of change. In contrast to this, internal needs require PT. Pojur Sumenep to increase the capacity and capability of its resources to increase worker professionalism. Based on the description of the problem above, the researcher studied it in the form of research with the title The Influence of Change Management on the Professionalism of Workers at PT. Pojur Sumenep

The Concept of Change Management

When referring to an organization, change is interpreted as transitioning from its company's present condition to its desired condition. Changes in the state of affairs are viewed from the angles of structure, process, people, and culture [5]. Changing how something is done, taking a different route, adopting new technology, combining, reorganizing, or creating large disruptive events are all examples of change. It also underlines the importance of implementing change in ways that all aspects of the organization embrace.

Concept of Work Professionalism

The idea of professionalism is commonly used by researchers to examine how professionals regard their profession as reflected in their attitudes and conduct [6] [7]. According to Sumardi's research, professionalism involves five components or tenets, specifically [8]:The first is community affiliation, which refers to leveraging professional connections as a guide and employing formal organizations or unofficial groups of coworkers as suppliers of work's key ideas. Professional awareness is developed by these connections [8].

Second, the desire for autonomy (need for independence) is the belief that a professional must be able to make their own decisions free from outside influence (from the government, clients, or other external members). Every outside involvement is viewed as a barrier to a professional's independence [8]. Many people seek employment that allows them the freedom to make decisions and operate independently. The freedom to act in a way that is beneficial for the individual in each circumstance might contribute to a feeling of independence.

Third, a belief in self-regulation/profession (believing self-regulation) means that peers in the same profession, not outsiders who lack competence in their field of knowledge and work, have the most authority in evaluating professional performance [8].

Fourth, by applying the knowledge and abilities they possess, a person's passion to their career is shown in their professional dedication. persistent willingness to work despite decreasing extrinsic benefits [8]. This mindset demonstrates complete dedication to work. Work is what is meant by a goal. Since this whole thing has grown into a personal commitment, the major reward for effort is intended to be spiritual fulfillment, with money rewards following. Fifth, social responsibility is a perspective on the value of a profession and the advantages that come from employment for both society and professionals.

Fifth, the definition given above serves as a benchmark for determining how professional an individual is. According to this definition, professionalism is a term that refers to a person's or

perhaps a group's attitude that successfully satisfies these requirements [8].

Research Rationale Framework

This research was conducted at PT. Pojur Sumenep to find out the professionalism of employees' work. Research on employee work professionalism at PT. Pojur Sumenep will be analyzed based on the goals of change put forward by Wiwoho (2022: 21), namely: (1) Organizational stability, (2) Adaptation to change, (3) Improvement of organizational effectiveness and characteristics of employee work professionalism which will be put forward by Martin Jr in Agung (2005: 75), namely: (1) Equality, (2) Equity, (3) Loyalty and (4) Accountability.

METHODS

Time and Location

The research period was carried out for three months. The research location is at PT. Pojur Sumenep. The location was determined based on several reasons, namely, problems related to employee work professionalism. Apart from that, this location can also provide information in the form of necessary data related to the influence of change management on employee work professionalism. It is simpler for researchers to conduct research at this site because it is inexpensive, quick, and energy-efficient to get there.

Data Collection

Instrument Validity Test (Questionnaire)

An evaluation of a questionnaire's validity is done using the validity test. A research tool is considered legitimate if the measuring tool used to collect the data is reliable [9].

Instrument Reliability Test

To check for instrument dependability, reliability testing is done [10]. A trustworthy instrument is one that consistently produces the same results when used multiple times to measure the same object..

Data Validation Techniques
Data Normality Test

The purpose of the normality test is to determine whether or not the residual or confounding variables in the regression model have a normal distribution [11].

Data Homogeneity Test

The purpose of homogeneity testing is to give assurance that a set of data that has been altered through a number of analyses actually comes from a population with a similar level of variation. If the estimated deviation is near to 0, the model is the one that best describes the data [11][12].

Data analysis technique

This study employs many methods for the analysis of descriptive statistical data [13]. Without intending to draw generalizations (generalizations), descriptive statistical analysis techniques are used in this study to analyze data by describing or illustrating questionnaire data obtained from respondents' responses on the impact of change management on work professionalism at PT. Pojur Sumenep.

RESULT AND DISCUSSION

t-Test

The Sig value and the t table value serve as the foundation for the t-test's decision-making process. If both are 0.05, the independent variable partially influences the dependent variable [14][15].

Table 1. 1st t-test

	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	5.434	1.118		4.860	.000
Organizational Stability	.125	.046	.381	2.703	.010

a. Dependent Variable: Equality

Based on the outcomes of the first t-test, the organizational stability dimension's determined t-value was 2,703, and the significant value was 0.01. The t table value is 1.681 when t table statistics are employed with = 0.05 and df (n-k)/df (43) to determine the t table itself. In accordance with Table 4.10, the partial t-test findings demonstrate that the organizational stability dimension (X1) to the equality dimension (Y1) has a significant value of 0.01 0.05, and the estimated t value is 2,703 > t table value 1,681. Ho is so passed over whereas Ha is welcomed. This implies that the equality dimension is significantly influenced by the organizational stability dimension.

Table 2. 2nd t-test

	Coefficientsᵃ				
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	10.978	1.486		7.387	.000
Organizational Stability	.077	.062	.188	1.255	.216
a. Dependent Variable: Equity					

The second t test's partial findings demonstrate that the significant value of the organizational stability dimension (X1) to the equity dimension (Y1) is $0.21 > 0.05$ and that the estimated t value is 1.255 t table value 1.681. Therefore, Ho gets approved whereas Ha is denied. Therefore, there is no discernible relationship between the organizational stability component and the equity dimension.

Table 3. 3rd t-test

	Coefficientsᵃ				
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	4.900	.736		6.655	.000
Organizational Stability	-.031	.030	-.154	-1.023	.312
a. Dependent Variable: Loyality					

The third t-test (partial) results suggest that the organizational stability dimension (X1) has a significant value of $0.31 > 0.05$ to the loyalty dimension (Y3), and the estimated t value is 1.023 t table value 1.681. Ho is thus approved but Ha is denied. This suggests that the organizational stability dimension has little to no impact on the loyalty dimension.

Table 4. 4th t-test

	Coefficientsᵃ				
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	11.059	1.693		6.534	.000
Organizational Stability	.067	.070	.145	.961	.342
a. Dependent Variable: Accountability					

The significance value of the organizational stability dimension (X1) to the accountability dimension (Y4) is $0.34 > 0.05$, and the estimated t value is 0.961 t table value 1.681, according to the results of the 4th t test (partial). Ho is thus

approved but Ha is denied. This suggests that the organizational stability factor has little to no impact on the accountability dimension.

Table 5. 5th t-test

	Coefficientsᵃ				
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	4.858	1.750		2.776	.008
Adaptation to Change	.148	.072	.298	2.046	.047
a. Dependent Variable: Equality					

The partial findings of the fifth t test indicate that the significance value of the relationship between the equality dimension (Y1) and the adaptation to change dimension (X2) is 0.04 0.05, and the computed t value is $2,046 > 1,681$. Ho is so passed over whereas Ha is welcomed. This indicates that the equality dimension is significantly influenced by the adaptation to change dimension.

Table 6. 6th t-test

	Coefficientsᵃ				
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	9.938	2.251		4.415	.000
Adaptation to Change	.120	.093	.193	1.287	.205
a. Dependent Variable: Equality					

According to the partial findings of the sixth t test, the significant value between the equity (Y2) and adaptation to change (X2) dimensions is $0.20 > 0.05$, and the estimated t value is $1.287 > $ t table value 1.681. Ho is thus approved but Ha is denied. This indicates that the Adaptation to Change dimension has little impact on the Equity dimension.

Table 7. 7th t-test

	Coefficientsᵃ				
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	6.372	1.078		5.914	.000
Adaptation to Change	-.092	.045	-.301	-2.067	.045
a. Dependent Variable: Loyality					

The significant value of the Adaptation to Change dimension (X2) to the loyalty dimension (Y3) is 0.04 0.05, and the estimated t value is 2.067 t table value 1.681, according to the partial findings of the 7th t test. Ho is so passed over whereas Ha is welcomed. This indicates that the loyalty dimension is significantly influenced by the adaptation to change dimension.

Table 8. 8th t-test

	Coefficients[a]				
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	13.800	2.588		5.333	.000
Adaptation to Change	-.047	.107	-.067	-.440	.662
a. Dependent Variable: Accountability					

The 8th t-test's partial findings indicate that the significance value between the accountability dimension (Y4) and the adaptation to change dimension (X2) is 0.66 > 0.05, and the estimated t value is 0.440 t table value 1.681. Ho is thus approved but Ha is denied. This suggests that the equality dimension is not significantly influenced by the adaptation to change dimension.

Table 9. 9th t-test

	Coefficients[a]				
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	2.339	1.536		1.523	.135
Improving Organizational Effectiveness	.137	.034	.519	3.982	.000
a. Dependent Variable: Equality					

The organizational effectiveness improvement dimension (X3) to the equality dimension (Y1) has a significant value of 0.00 0.05, according to the partial findings of the 9th t-test, and the computed t value is 3,982 > t table value 1,681. Ho is so passed over whereas Ha is welcomed. This indicates that increasing organizational performance has a major impact on the equality dimension.

Table 10. 10th t-test

	Coefficients[a]				
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	T	Sig.
1 (Constant)	8.030	2.124		3.780	.000
Improving Organizational Effectiveness	.108	.048	.327	2.268	.028
a. Dependent Variable: Equity					

The organizational effectiveness improvement dimension (X3)'s significance value on the equity dimension (Y2) is 0.02 0.05, according to the partial findings of the tenth t-test, and the computed t value is 2,268 > t table value 1,681. Ho is so passed over whereas Ha is welcomed. This indicates that increasing organizational performance has a major impact on the equity component.

Table 11. 11th t-test

	Coefficients[a]				
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	5.043	1.099		4.591	.000
Improving Organizational Effectiveness	-.020	.025	-.123	-.812	.421
a. Dependent Variable: Loyalty					

According to the partial results of the 11th t-test, the significant value of the organizational effectiveness improvement dimension (X3) on the loyalty dimension (Y3) is 0.42 > 0.05, and the estimated t value is 0.812 > t table value 1.681. Ho is thus approved but Ha is denied. This suggests that increasing organizational effectiveness has little to no impact on the loyalty dimension.

Table 12. 12th t-test

	Coefficients[a]				
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	9.252	2.487		3.721	.001
Improving Organizational Effectiveness	.077	.056	.206	1.380	.175
a. Dependent Variable: Accountability					

The significance value of the organizational effectiveness improvement dimension (X3) to the accountability dimension (Y4) is 0.17 > 0.05, according to the partial findings of the 12th t-test, and the computed t value is 1,380 t table value 1,681. Ho is thus approved but Ha is denied. This suggests that increasing organizational performance has little to no impact on the equality component.

4.2   F-test

The results of the F statistical test can be seen in Table 4.11. If each Sig. < 0.05 and the calculated f value > f table, then the independent variable has a simultaneous effect on the dependent variable [16][17].

Table 12. f Test

ANOVAª

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	71.679	1	71.679	4.614	.037ᵇ
Residual	667.965	43	15.534		
Total	739.644	44			

a. Dependent Variable: Work Professionalism

b. Predictors: (Constant), Change Management

The following are the findings of the F test between the independent and dependent variables: The second hypothesis is that change management at PT. Pojur Sumenep affects worker professionalism. Based on the F test results, a F value of 4.614 with a significance level of 0.037 was discovered. Since the calculated F value (4.614) > F table (4.067) and the significance level are both below 0.05, it can be concluded that change management simultaneously has a considerable impact on employee work professionalism.

CONCLUSIONS

This research aims to determine the influence of change management on the work professionalism of employees at PT. Pojur Sumenep. Respondents in this research focused on 30 employees at PT. Pojur Sumenep. Based on the data that has been collected and tests carried out using the regression analysis method, the following conclusions can be drawn:

1. Change management has a significant influence on the professionalism of employees at PT. Pojur Sumenep

2. Work Professionalism has a positive influence on changes at PT. Pojur Sumenep

3. Simultaneous change management significantly influences the work professionalism of employees at PT. Pojur Sumenep. The research results show that the change management variable significantly influences the work professionalism of employees at PT. Pojur Sumenep, either partially or simultaneously. The percentage shows that the change management variable can explain 82.8% of the work professionalism variable. Meanwhile, the remaining 17.2% is explained by other variables/factors outside of this research.

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